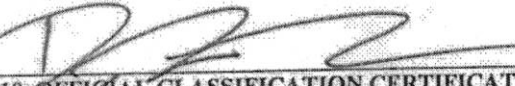
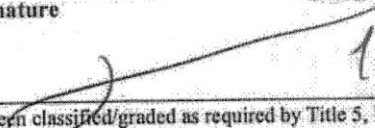


United States Environmental Protection Agency POSITION DESCRIPTION COVERSHEET		1. DUTY LOCATION New York	2. POSITION NUMBER 72124	
3. CLASSIFICATION ACTION: a. Reference of Series and Date of Standards Used to Classify this Position PCS for Prof Work in the Eng & Arch Group, GS-800 dtd Nov 2008 PCS for Prof Work in the Phys Sci Group, GS-1300, dtd Dec 1997 PCS for Prof Work in the Natural Res Mgmt & Bio Sciences, GS-400, Sep 2005				
b. Title				
Official Allocation	Lead Interdisciplinary Scientist/Engineer		319 4017301	14
4. Supervisor's Recommendation	NPDES Team Leader		GS	819/1301 14
5. ORGANIZATIONAL TITLE OF POSITION (if any)		6. NAME OF EMPLOYEE LARRY GAUGLER		
7. ORGANIZATION (Give complete organizational breakdown)		e.		
8. U.S. ENVIRONMENTAL PROTECTION AGENCY		f.		
9. Region 2		g.		
10. Water Compliance Branch		h. Employing Office Location New York		
11. Division of Enforcement and Compliance Assistance		i. Organization Code		
12. SUPERVISORY STATUS <input type="checkbox"/> [2] Supervisor or Manager. Position requires the exercise of supervisory or managerial responsibilities that meet, at least, the minimum requirements for application of the General Schedule Supervisory Guide (GSSG) or similar standards for minimum supervisory responsibility specified in other position classification standards. <input type="checkbox"/> [4] Supervisor. Position meets the definition of Supervisor in 5.U.S.C. 7103(a)(10), but does not meet the minimum requirements for application of the GSSG. <input type="checkbox"/> [5] Management Official. Position meets the definition of Management Official in 5.U.S.C. 7103(a)(11), but does not meet the GSSG definition of Supervisor/Manager or the definition of Supervisor in 5.U.S.C. 7103(a)(10). <input type="checkbox"/> [6] Lead Position leads a team performing one-grade interval work and meets the minimum requirements for application of Part I of the Work Leader Grade Evaluation Guide (WLGE) or is under a wage system and meets similar minimum requirements as specified by those job standards or other directives of the applicable pay system. <input type="checkbox"/> [7] Team Leader. Position leads a team performing two-grade interval work and meets the minimum requirements for application of Part II of the WLGE. <input type="checkbox"/> [8] All Other Positions. Position does not meet any of the above definitions. This is a non-supervisor/non-managerial position.				
9. SUPERVISORY CERTIFICATION I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships and that the position is necessary to carry out governmental functions for which I am responsible. The certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.				
a. Typed Name and Title of Immediate Supervisor Douglas McKenna, Chief-WCB		d. Typed Name and Title of Second-Level Supervisor Dore LaPosta, Director-DECA		
b. Signature 		c. Date 4/23/12	e. Signature 	f. Date 4/25/12
10. OFFICIAL CLASSIFICATION CERTIFICATION: I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.				
a. Promotion Potential <input checked="" type="checkbox"/> This position has no promotion potential <input type="checkbox"/> If position develops as planned and employee progresses satisfactorily, this position has known promotion potential to grade:				
b. PSB Risk Designation <input checked="" type="checkbox"/> 1 Low <input checked="" type="checkbox"/> 2 Moderate <input type="checkbox"/> 3 High Security Clearance Required: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	c. Financial Disclosure Form <input checked="" type="checkbox"/> OGE-450 Required <input type="checkbox"/> OGE-278 Required No financial disclosure forms required	d. "Identical, Additional" (IA) Allocation This position <input type="checkbox"/> may be IA'ed <input checked="" type="checkbox"/> may not be IA'ed <input type="checkbox"/> is limited to current incumbent	e. FLSA Determination <input type="checkbox"/> NONEXEMPT <input checked="" type="checkbox"/> EXEMPT* (*check exemption category) <input type="checkbox"/> Administrative <input checked="" type="checkbox"/> Professional <input type="checkbox"/> Executive	f. Functional Classification Code 42
g. Bargaining Unit Code 3888	h. Check, if applicable: <input type="checkbox"/> Medical Monitoring Required <input checked="" type="checkbox"/> Extramural Resources Management Duties (0% of time) <input type="checkbox"/> This position is subject to random drug testing ()		i. Classifier's Signature Michelle Brosseau	j. Date 05/10/12
11. REMARKS				

Depending on quals of incumbent, position may be filled as: Lead
 Lead Life Scientist, GS-401-14
 Lead Physical Scientist, GS-1301-14
 Lead Environmental Engineer, GS-819-14

Lead Environmental Engineer/Physical Scientist/Life Scientist
GS-0819/1301/0401-14

Serves as NPDES Team Leader, working directly under the supervision of the Chief of the Water Compliance Branch (WCB). Work is evaluated on the basis of effectiveness and efficiency in accomplishing Regional Clean Water Act (CWA) enforcement program goals and objectives. The incumbent serves as a principal advisor to top management and the senior staff member regarding all CWA compliance and enforcement national and regional matters. The NPDES Team Leader ensures that the statutory and regulatory requirements of the CWA are met. The incumbent, also, serves as a key advisor to top management regarding all sewage collection system compliance and enforcement matters of regional and national significance, and for both enforcement and programmatic issues relating to Combined Sewer Overflows (CSO), Sanitary Sewer Overflows (SSO) and illicit connections to Municipal Separate Storm Sewers (MS4) in the context of the programs in the Office of Water (OW) and the Office of Enforcement and Compliance Assistance (OECA).

MAJOR DUTIES:

1. Responsible for the development, implementation, and/or coordination enforcement strategies for the protection of waters of the United States from the discharge of raw or partially treated sewage consistent with Agency goals, objectives, and priorities. Directly coordinates and interfaces with in other programs, and fosters integration of team activities with overall regional environmental protection and public health goals. Administers Region 2's activities to support the National Municipal Infrastructure Compliance and Enforcement Initiative Strategy. Coordinates and guides a team consisting of professional engineers/scientists. Develops short and long range work plans encompassing several ongoing cycles of management activity to include but not limited to the planning and budget cycle and determining programmatic priorities and the direction of team program activities. Project officer responsibilities include assigning work and advising on and overseeing work products.
2. Plans, directs, and coordinates all regional CSO and SSO enforcement activities, including, compliance assistance. Develops Regional CSO and SSO enforcement policies, strategies, and guidance, to be used by the Regional office in direct enforcement actions to address SSO and CSO violations in the region. Administers and is responsible for resolving compliance and enforcement matters which require expertise in evaluating critical public health and hazard issues related to raw sewage discharges from CSOs, SSOs and MS4. Provides consultation to other Federal, state and local health, environmental and natural resource agencies on problems associated with exposures to raw sewage. Provides expert evaluation of imminent health threats associated with exposures to raw sewage. Develops improved scientific and or engineering novel approaches to CSO and SSO enforcement. Formulates plans and procedures to implement the regional COS and SSO enforcement and compliance assistance program. Develops strategies for identifying and ranking CSO and SSO enforcement candidates throughout the Region.
3. Confers with key officials in Region 2 and at Headquarters to develop solutions to complex enforcement matters acceptable to all parties and interests involved. Provides advice and guidance to scientists and management officials within and outside the Agency covering a broad range of CSO and SSO issues and activities. Coordinates project activities with various EPA offices (within Region 2 and at Headquarters), State, local, and other Federal agencies, the scientific and academic communities, environmental groups, and the public; meets regularly with these entities and with senior management within the Region to promote and defend Agency policy and strategies, present and initiate, develop, and coordinate joint activities; responds to inquiries/complaints.

4. Serves as EPA's representative on and/or chairs interagency workgroups and task force to ensure that the policies developed reflect the Agency's needs and priorities. Develops, fosters, and maintains cooperative relations with the entities listed above; provides information regarding regulatory decisions/activities and their import. Utilizes expertise in the CWA program to make presentations on the problems presented by the discharge of Raw Sewage, varying level of technical detail according to the nature of the audience. Represents the Agency at scientific and technical conferences and at public meetings. Represents EPA as a national expert at State, Regional, National and International meetings, conferences, public hearings, and symposiums, and presents EPA's position and policies on various CSO and SSO issues. Reviews and develops comments on proposed Federal and State regulations, policies and guidance documents. Participates in National enforcement workgroups.

5. Supports full disclosure policy for the organization that provides early detection of emerging issues. Keeps top levels of management fully apprized of effectiveness of management integrity systems. Manages extramural resources, both procurement (contracts) and assistance (grants, cooperative agreements, and interagency agreements) properly and in compliance with regulatory requirements and Agency policies and procedures. Develops appropriate extramural resources and management competencies in staff.

6. Provides outreach to Federal and State managers, other EPA staff, Municipal Wastewater Treatment Professionals and the general public on the development and implementation of Long Term Control Plans to address impacts of CSOs and mitigation plans to eliminate SSOs. Initiates enforcement actions against violators of the CWA in Region 2. Provides training for new enforcement staff, prepares and reviews all EPA CSO and SSO enforcement actions to ensure accuracy and consistency with the Regional enforcement program.

7. Works closely with Regional Counsel and the Regional Criminal Investigator to develop administrative, civil and criminal cases, and carries them through to resolution. Represents EPA as program expert in these proceedings. Coordinates and performs CSO and SSO enforcement field inspections to determine compliance status and or uncover possible criminal activity.

8. Develops standard regional enforcement documents for all types of administrative enforcement actions. Advises supervisor, managers, and executives in sensitive enforcement cases, primacy State enforcement program deficiencies, the effect of proposed legislation, new or proposed program requirements, new regulations and standards, etc.

9. Coordinates CSO and SSO enforcement activities between the NPDES Team, the Environmental Justice Program, Regional Counsel, Office of External Affairs, Headquarters, and States.

Performs other duties as assigned.

FACTOR 1 -Knowledge Required – Level 1-8, 1550 Points

Mastery of the concepts, principles and practices of environmental engineering and science including the principals of wastewater collection and treatment sufficient to enable the incumbent to serve as a technical and programmatic authority for the development of regional plans to minimize the discharge of raw sewage. . Expertise in enforcement planning and implementation and cross-program integration. Extensive knowledge of all legislation dealing with the CWA. Expertise regarding EPA and other Federal regulations, guidance, and protection. Familiarity State/City regulations, policies, and bureaucratic structures.

Ability to identify issues needing study, technical review, or policy review. Ability to analyze and communicate complex programmatic/technical matters to policy makers, technical staff and the general public.

FACTOR 2 -Supervisory Controls-Level 2-5-650 Points

The incumbent functions with a great deal of independence under the administrative supervisor of the Branch Chief. Receives assignments in terms of broadly defined missions/functions, general policy directives, and budget constraints. Responsible for planning, coordinating, and implementing activities, making determinations regarding allocation of available resources, and resolving conflicts that arise. Informs the Branch Chief of major program issues and controversial decisions, but technical judgments and recommendations are generally accepted as authoritative even in situations where final approval depends upon formal action of senior management. Completed work is reviewed only for adherence to broad Agency policies and fulfillment of program objectives.

FACTOR 3 -Guidelines-Level 3-5-650 Points

Guidelines include federal and state laws, EPA and state regulations, and broad and general policy statements in Municipal wet Weather programs. Using these parameters, the incumbent exercises considerable judgment and ingenuity in interpreting guidelines and in developing approaches to resolving controversial issues in enforcement of CSO and SSO violations. Because the NY/NJ area has a very large number municipalities with combined sewer systems, many made may be precedent-setting and require the incumbent to propose new policies and practices.

FACTOR 4 -Complexity-Level 4-5-325 Points

Assignment involves a full range of technical and planning activities to assure the region's CSO and SSO enforcement program is in compliance with agency's criteria and to reexamine/extend/modify those criteria when required. Difficult technical evaluations/negotiations requiring consideration of a multiplicity of scientific, technical, socioeconomic, and political demands are common. Employee renders initial regional decisions concerning the technical adequacy and appropriateness of lead-based paint cases. Incumbent may develop precedent-setting alternative strategies to address complex problems issues requiring versatility and innovation. Solutions must take into account the diverse and often conflicting operating needs of the various constituencies involved in Municipal water infrastructure and the socioeconomic impacts of the proposed actions. Considerable scientific/engineering expertise, coupled with judgment and creativity are required to develop and extend techniques for problem solving.

FACTOR 5 -Scope and Effect-Level 5-5-325 Points

The purpose of this position is to plan and implement the region's CSO and SSO compliance and enforcement program, including the development of new approaches for significantly increasing the effectiveness of the program. Incumbent serves as program manager, providing expert advice and guidance to officials and managers within and outside the region regarding CSO and SSO issues. The scope of this program is extremely broad and the result of the work affects the work of other agency experts and the development of major aspects of agency media programs. Through increased use of inspections and enforcement, the Agency expects to obtain significantly improved protection of human health.

FACTOR 6 -Personal Contacts

Personal contacts are high ranking officials of New York State Department of Environmental Conservation and New Jersey Department of Environmental Protection, and other outside agencies, including key officials, scientists, engineers and attorneys of state and local agencies, municipal governments, environmental groups, universities, Congressional representatives, and public interest groups. Contacts also include management and technical staff of the DEPP, DESA, CEPD, ORC and senior regional management.

FACTOR 7 -Purpose of Contacts-3C -180 Points

Contacts are undertaken to 1) articulate and defend the Agency's policies with regard to CSO and SSO Compliance; 2) enlist support from diverse parties; 3) build consensus on interagency workgroups; 4) persuade parties with significantly conflicting interests of the need to comply with technical guidelines; 5) negotiate commitments; 6) provide guidance and direction to team members; 7) assure the technical sufficiency of CSO and SSO enforcement efforts; 8) assess the adequacy of the planning activities of various entities; 9) persuade senior management of the merits of recommendations; 10) seek allocation of necessary resources; and 11) exchange information. Significant tact and diplomacy is required in dealing with a wide range of parties external to the agency, each of which has a large stake in the outcome of this high profile project.

FACTOR 8. Physical Demands Level 8-1, 5 Points

The work is primarily sedentary. Some work may require periods of walking, standing, bending, climbing, or driving a motor vehicle in activities such as inspections of installed equipment and visits to construction sites and industrial, commercial, agricultural, and other business establishments. Employees may carry light items such as books, instruments, and other similar materials. The work does not require any special physical effort.

FACTOR 9. Work Environment-Level 9-1, 5 Points

The work is usually performed in an office setting. The work area normally involves everyday risks or discomforts requiring safety precautions typical of offices or meeting and training rooms; or may involve occasional exposure to conditions in production facilities, laboratories, or construction sites requiring normal safety precautions. Work is performed primarily in an office although there is some travel to federal, state and municipal offices.

TOTAL POINTS= 3690

GS-14 POINTS = 3605-4050

CONDITIONS OF EMPLOYMENT:

1. Pre-employment physical required.